

MEMORANDUM FOR: General Carter

Re attached, we have set this meeting up
for 1030 ~~tomorrow~~, 30 July. Mr. Kirkpatrick,
Mr. Bross and [] will attend.

Bernie

29 Jul 63

(DATE)

FORM NO. 101 REPLACES FORM 10-101
1 AUG 54 WHICH MAY BE USED.

(47)

MEMORANDUM FOR: General Carter

Re attached, may we schedule requested meeting for Tuesday morning, 30 July?

☒ Yes ☐ Later in the week

Mr. Kirkpatrick will want to attend meeting also.

Bernie

27 Jul 63

(DATE)

FORM NO. 101 REPLACES FORM 10-101
1 AUG 54 WHICH MAY BE USED.

(47)

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Bernice/Mr.

See top memo addressed to ExecDir:

Meeting not yet arranged. Mr. K. says plan for about an hour. Monday probably too soon since DDCI will want a chance to scan through these first. Will you please call me with a suggested time and date; I will check it out with Comptroller .

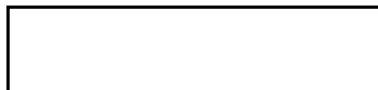
Mr. K. will want to attend .

Rita

63-57111

MEMORANDUM FOR: Executive Director

Herewith are papers for the meeting with General Carter which you said you would be good enough to arrange possibly Monday morning. In addition to the subjects of the two papers, we would like to take the occasion to give you and General Carter a briefing on research programs in the Agency.



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JOHN A. BROSS
Comptroller

Attachments

[Handwritten signature]

[Faint handwritten text]

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24 JUL 1963

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT : Personnel Recruitment

25X1 1. Our discussion of 18 July reflects clearly the fact that the Agency on-duty strength during FY 1964 will exceed our current approved Average Employment and the FY 1964 year-end strength level [] established by the Bureau of the Budget.

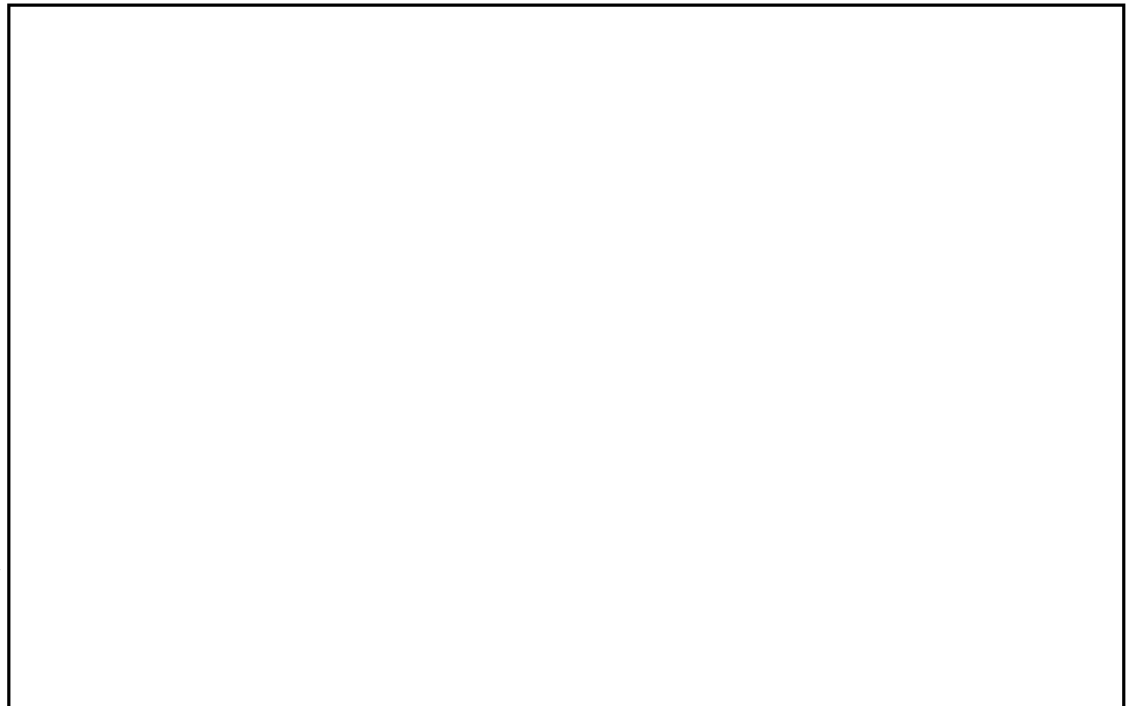
25X1 2. Although the FY 1964 Agency "ceiling" has been established at [] we are compelled to justify to the Bureau of the Budget any change in Agency plans which would materially affect a change in the year-end strength figure of [] Funds are presently available which will permit an Agency-wide FY 1964 A.E. of [] 25X1 In view of the pipeline of already recruited and in process personnel, Agency strength can be allowed to increase in the first quarter up to [] (September 30); but it must drop to [] by 25X1 December 31; [] at the end of March 1964; and [] by 25X1 30 June 1964.

25X1 3. We are undertaking a review of personnel increases, proposed or actual, in the Agency in FY 1963, FY 1964, and FY 1965 with a view to securing as promptly as possible, a firm policy determination establishing personnel levels for the Agency through FY 1965. This will provide guidance for recruiting activity and permit the establishment of effective controls over the entry on duty of new personnel. I believe that our review will result in a recommendation to the DDCI to revert to a higher ceiling probably at the original level of [] for FY 1964 (with some appropriate figure for Average Employment) and a slightly higher level for FY 1965. We will attempt to obtain a definitive decision on these levels prior to 1 September 1963.

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4. In the meantime, I believe that we should take interim
action along the following lines:

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b. Controls should be established to ensure that the net increase occasioned by the accession of new personnel over attrition losses does not exceed these ceilings.

c. Flexibility should be maintained in the exercise of these controls which should discriminate in favor of admission of candidates in priority categories particularly JOTs (the full complement of which should be admitted) and persons with professional or technical qualifications for essential positions in NPIC, the Office of Communications and the DD/R.

d. A review should be initiated to establish the legitimacy of vacancies against which recruitment has been authorized.

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e. Temporary authority to exceed an individual ceiling should be established at some appropriate level, presumably the DDCI.

5. Even assuming that we are successful in securing authority to recruit to the level of the ceiling originally contemplated, it seems to me that some retrenchment in our recruitment effort and in the resources committed to this effort is in order. I share with you an extreme reluctance to do anything which might impair the good relations which have been developed with Universities and other sources of recruits over the past year. I would also like to take this occasion to express my admiration for the exemplary job done by the Office of Personnel in general and by [] in particular in developing these relations and mobilizing these resources. The fact remains, however, that the recruitment rate, if continued, is likely to exceed our digestive capacity, and I think we can cut back without compromising our contacts or discrediting our image.

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6. Quite obviously, controls will continue to be necessary even though we succeed in our efforts to obtain some relaxation in the existing ceiling. I fear that the personnel requirements of the Agency are going to exceed fund allowances and other limitations for some time to come. Accordingly, the experience gained by the introduction of some measures along the lines here proposed should prove useful over the long haul.

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[]
JOHN A. BROSS
Comptroller